



Generations of Assessments

Generation	Characteristics	Examples
6th Generation	Cognitive &/or Personality Designed for Business Use Normative Instrument Faking Scales Requires No Experts Requires No or Little Training Turnkey Hiring System	PeopleClues
5th Generation	Cognitive &/or Personality Designed for Business Use Normative Instrument Quantified Scales Faking Scales Requires Training or Experts	TotalView Preview NEO-5 Harrison Inner View
4th Generation	Cognitive &/or Personality Adapted for Business Use Normative Instrument Quantified Scales Faking Scales Requires Training or Experts	Achiever
3rd Generation	Cognitive &/or Personality Designed for Clinical Use Normative Instrument Quantified Scales Faking Scales Requires Experts	MMPI 16PF
2nd Generation	Behavioural Styles/Some Traits Ipsitive Scales/Some Normative Generalised Text Reports Fakeable	Caliper Birkman Myers-Briggs Wonderlic CPP
1st Generation	Simple Behavioural Styles Ipsitive Scales Fakeable	DISC Predicative Index McQuaig TTI Activity Vector Analysis Omnia ProScan Survey